

CITY OF SALINA BENEFIT SUMMARY

Classified Full-Time Firefighter

Effective 2/01/2007

HOLIDAYS	10 hours pay per holiday and one personal day per year.	
VACATION	0 – 4 years of service	112 hours vacation per year (unlimited accrual)
	5 – 9 years of service	134 hours vacation per year (unlimited accrual)
	10 – 19 years of service	179 hours vacation per year (unlimited accrual)
	20 years +	224 hours vacation per year (unlimited accrual)
SICK LEAVE	Eleven (11) hours per month of service (unlimited accrual). Payout of 1/3, after 5 years of service in good standing, upon separation.	
RETIREMENT	Employee is enrolled in the Kansas Police and Fire Pension System (KP&F) upon employment. Benefits include death, service-connected death, disability and retirement.	
HEALTH INSURANCE	<u>Includes medical, prescription, and dental coverage.</u> <ul style="list-style-type: none">The employee cost for single coverage is \$76/mo.; family coverage is \$206/mo. <u>MEDICAL - Blue Cross & Blue Shield of Kansas</u> <ul style="list-style-type: none">Deductible: \$250 per person, \$500 maximum deductible for the family each benefit period (Feb. 1 through Jan. 31).Co-insurance: After deductible is met, the plan pays 80% of allowed charges. When employee share equals \$1,000 (individual), with a max of \$2,000 (family), the plan pays 100% of all allowed charges, subject to a lifetime maximum benefit of \$2,000,000. <u>PRESCRIPTION – Caremark</u> <ul style="list-style-type: none">Covered prescriptions are paid at 70% with no deductible. <u>DENTAL - Delta</u> <ul style="list-style-type: none">Annual deductible is \$25 per person or \$75 per family for items not covered at 100%.Maximum benefit payment for each eligible person per benefit year is \$1,500.	
WELLNESS	Employees are eligible to join the YMCA at reduced rates: \$33.58 per month for single membership; \$49.00 per month for family. The dues can be set up as a payroll deduction that occurs monthly on the 5 th . Twice per year, employees and their spouses may have a <u>FREE</u> CHD blood profile done at the ComCare lab on Elm Street. No appointment is required, but you will need to show your City I.D. <u>FREE</u> immunizations for Influenza (flu), Tetanus, and Hepatitis B are available through the Health Department for employees and their spouses. <u>FREE</u> childhood immunizations through the Health Department are also available for dependent children of City employees.	
LIFE INSURANCE	The City pays the full cost of a life insurance benefit equal to the employee's annual rate of pay, with a minimum coverage of \$20,000. Spouses are covered for \$15,000 and dependent children for \$10,000.	
LONGEVITY PAY	After five years of continuous employment, employees will receive an annual payment equal to \$3.50 for each month of service.	
SAVINGS PLANS	Employees may elect to participate in a 457k (deferred compensation) savings plan through ICMA Retirement Corporation. Other savings options include Roth IRA and Learning Quest. For more information contact Diane Turner in the Human Resources office.	
TRAVEL & TRAINING	The City will cover the cost of certain approved work-related workshops and conferences. Professional society dues, registration fees and tuition expenses may also be paid/reimbursed. Check with your supervisor for more information.	

All of the above benefits are subject to change by state and local officials. For specific details, refer to the employee Personnel Manual and related documents and policies. This Benefit Summary is neither a contract nor the basis for an implied contract between the City of Salina and any employee or group of employees.

Revised 6/07, KN